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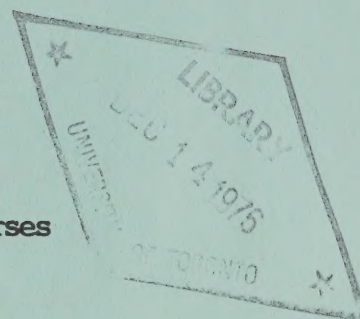
ONTARIO COUNCIL ON UNIVERSITY AFFAIRS

OPEN MEETING WITH THE UNIVERSITY OF WATERLOO

NOVEMBER 16, 1974

<u>INDEX</u>	<u>ITEM</u>
4-0031	Location, Time
4-0032	Attendance
4-0033	Opening Remarks
4-0034	Academic Programmes
	(i) Calibre of Students
	(ii) Disciplines
	(iii) Joint Programmes
	(iv) Extension and Correspondence Courses
	(v) Co-operative Mode Studies
4-0035	Enrolment Patterns
4-0036	Academic Staffing
4-0037	Operating Finances
	(i) Salaries and Pensions
	(ii) Graduate Student Support
4-0038	Areas of Concern to Students
Appendix "A"	Supplementary Submission
Appendix "B"	Graduate Students' Submission

Government  
Publications







ONTARIO COUNCIL ON UNIVERSITY AFFAIRS

MINUTES

4-0031 MEETING

OPEN MEETING WITH THE UNIVERSITY OF WATERLOO

LOCATION

University of Western Ontario  
London

DATE AND TIME

November 16, 1974  
9:00 a.m.

4-0032 ATTENDANCE

OCUA MEMBERS

J. S. Dupré

W. E. Bagnall

D. G. Hill

M. A. B. Bush

T. R. Léger

J. J. Deutsch

A. L. McCallion

A. D'Iorio

J. F. Mustard

P. D. Fleck

M. F. Orange

J. D. Fisher

R. P. Riggin

R. Gerstein

Ronald P. Ritchie

T. Giesbrecht

H. H. Walker

L. Good

J. R. Yarnell

W. A. Goyan

OCUA STAFF

J. P. Venton  
Executive Secretary

N. E. Simmons  
Associate Secretary

MCU (Observer)

B. A. Wilson  
Assistant Deputy Minister

COU (Observer)

Dr. J. B. Macdonald  
Executive Director





UNIVERSITY OF WATERLOO DELEGATION

Dr. K. R. Davis  
Senator and Professor of History

Mr. A. B. Gellatly  
Vice-President, Finance and Operations

Miss A. E. Kon  
Senator

Dr. J. S. Minas  
Dean, Faculty of Arts

Mr. C. A. Pollock  
Chairman of the Board of Governors

Mr. A. Telegdi  
Senator and President, Federation  
of Students

Dr. L. A. K. Watt  
Dean of Graduate Studies

Mr. E. Lappin  
Director of Physical Planning  
and Member of Board

Mr. B. Foord  
Director of Operations Analysis

Dr. G. S. Kenyon  
Dean, Faculty of Human Kinetics  
Leisure Studies

Dr. M. F. McDonald  
President, Faculty Association

Dr. W. B. Pearson  
Dean, Faculty of Science

Dr. D. S. Scott  
Senator and Professor of  
Engineering

Mr. D. Tozer  
President, Graduate Student  
Union

Mr. E. S. Lucy  
Director of Personnel

Mr. J. W. Brown  
Secretary of University





4-0033 OPENING REMARKS

Members of the Waterloo delegation opened the hearing by reviewing and highlighting the University's brief and a supplementary submission which is attached as Appendix "A" to these Minutes. In addition to matters dealt with in depth in the brief and supplementary material, subsequent discussion focused on the following.

4-0034 ACADEMIC PROGRAMMES

(i) Calibre of Students

The delegation elaborated on programme strengths at the University and emphasized the quality of its students, 26% of whom, on admission, had Grade XIII averages of over 75% thus ranking them, in terms of calibre, third in the Province following the University of Toronto and Queen's University.

(ii) Disciplines

Particular discipline strengths included Engineering, Mathematics and Computer Science.

Thirty women had enrolled in Engineering in 1974-75. Much of this Faculty's growth in recent years was attributed to its System Design Programme which was felt to attract women in particular.

Students in Waterloo's Optometry programme were sent to northern communities and the West Indies during the summer for clinical training. This field work received support from a number of sources including CIDA, service clubs, the Federal Northern programme and the Department of Indian Affairs.

(iii) Joint Programmes

Joint programmes had been mounted in conjunction with other institutions, particularly Wilfrid Laurier University, and also with Guelph, McMaster and the University of Western Ontario.

(iv) Extension & Correspondence Courses

Recent heavy involvement was reported in part-time instruction, on campus, in remote locations and by correspondence, generally carried





out by regular faculty on an overload basis. The delegation noted increased use of audio tapes for off-campus instruction.

(v) Co-operative Mode Studies

This distinctive feature of the University's programming was felt to have the disadvantage of requiring one extra year for degree completion. Offsetting features, however, included financial security realized by students through work term earnings, and practical training. The income potential from co-operative programme student fees was limited and funds so generated covered only approximately two-thirds of the cost of coordination. Private sector enthusiasm for this programme was reported to be increasing.

4-0035

ENROLMENT PATTERNS

The delegation noted that the University's physical plant had been built to accommodate 14,500 students with approximately the current mix among disciplines. The University was now approaching an optimum enrolment of 14,000 and in all faculties with the exception of Arts limits had been placed on student intake. As an example of demand exceeding ceilings, it was reported that 50% more students could have been admitted to Engineering in 1974-75 without lowering entrance standards.

Enrolment in graduate studies had been steady over recent years with no plans for future growth. It was felt that holding graduate enrolment to 10% of overall enrolment was a desirable objective. The number of individuals entering doctoral work had been steady over recent years with a slight decrease having been experienced in 1974-75.

4-0036

ACADEMIC STAFFING

Out of a total of 718 faculty 622 were either tenured or on probationary terms. It was noted that the percentage of tenured academic staff was higher in older, more established faculties presenting a situation with little flexibility.





The delegation reported that there were 38 women members of the full-time faculty but that 20% of part-time teachers were women. In areas such as Engineering, Mathematics and Science male faculty continued to predominate.

4-0037

OPERATING FINANCES

Operating finance concerns detailed in the University's brief were reviewed and the delegation stressed that the University's budget contained "no more fat". Particular reference was made to the fact that since July 1971, \$5.3 million had been cut from the base budget through dismissals.

(i) Salaries and Pensions

Faculty age distribution was considered a factor seriously affecting both pension costs and salary levels. The University had a policy of attempting to match non-academic salary range mid-points with average local salaries. Pressures resulting from recent settlements in other areas of the public sector were discussed and the delegation stressed that the University's possible introduction of new staff benefits programmes could not be expected to lessen salary demands in a period of high inflation. Interim 1974-75 salary adjustments at the other universities were also discussed and it was noted that should Waterloo join this trend the resultant deficit for the current year would grow to \$915,200. The delegation mentioned that academic rejuvenation was hampered by pension plan restrictions on portability and early retirement.

A representative of the University's faculty association explained that organization's recommendation for a 20.9% cost of living increase to restore purchasing power to 1970-71 levels and the implications of continued salary shortfalls to educational quality. It was agreed that the faculty association's study in this regard be forwarded at a later date to Council.







(ii) Graduate Student Support

A discussion of economic pressures facing graduate students and their effects ensued. Appendix "B" to these Minutes sets out in detail issues raised.

4-0038 AREAS OF CONCERN TO STUDENTS

A student representative described concerns over the quality and availability of housing in the Kitchener-Waterloo area and suggested that the Government form a task force to investigate student accommodation problems. Also pointed out were difficulties faced by students in co-operative programmes who were ineligible for OSAP funding. A further presentation on the Renison College controversy ended when it was pointed out that no representatives of Renison College were present and that the matter was one for settlement at the institutional level.

  
.....  
N. E. Simmons  
Associate Secretary

  
.....  
J. S. Dupré  
Chairman





16 November 1974

Page 1 of 5

UNIVERSITY OF WATERLOO  
SUPPLEMENT TO THE BRIEF TO THE  
ONTARIO COUNCIL ON UNIVERSITY AFFAIRS  
FINANCIAL MODEL FOR 1975-76

GUIDELINES

1. Market surveys made as late as the second week of November 1974 confirm that salary and wage adjustments are required for January 1975.
2. Raising of the graduate student earnings ceilings by the Province and National Research Council make it necessary to increase the budget for teaching assistants.
3. Increases shown in the costs of library books, supplies, services, telephone tolls and travels are due solely to inflation. To the extent they are not met, there must be a reduction of service.
4. Uncontrollable are the increased rates for utilities, the rise in Unemployment Insurance contributions, and the increase in the University's share of Pension Fund contributions. The rise in Unemployment Insurance contributions covers only the cost of moving to 100% at known rates and salary ceilings. If the rates and ceilings are raised, as they have been each year, there will be an additional cost.
5. Reductions will be realized in the costs of graduate third-term bursaries and payments for computing equipment.





	1974-75 Operating Expense Budget \$000	1974-75 Changes \$000	Revised 1974-75 \$000	Increases In 1975-76 \$000	1975-76 Costs \$000
Approved as at 1 November 1974	45,934.1				
1974-75 cost of 1 January 1975 salary and wage adjustments		584.4			
	45,934.1	584.4	46,518.5		46,518.5
<u>Estimated Operating Income</u>	<u>45,603.3</u>	<u>-</u>	<u>45,603.3</u>		
<u>Deficit 1974-75</u>	<u>330.8</u>	<u>584.4</u>	<u>915.2</u>		
Cost in May/June of 1 July 1974 salary increases				572.4	
Cost in 1975-76 of 1 January 1975 salary and wage adjustments				1,168.8	
Ten-month cost of 1 July 1975 salary increases				3,213.9	
Increase graduate student support				400.0	
Decrease in third term graduate bur- saries offset, in part, by increases in undergraduate bursaries				(161.4)	
Increase in Correspondence Programme operating costs				120.0	
Further increase in library book prices				163.0	
Net reduction in computing equipment purchase, rental & maintenance costs				(259.3)	
Price increases - supplies, services, and travel				550.0	
Further increases in hydro, gas and oil rates				250.0	
Cost of moving to 100% rate - Unemploy- ment Insurance				82.0	
Cost of increasing University's share of Pension Fund contributions				250.0	6,349.4
<u>Total Estimated Costs in 1975-76</u>					52,867.9
<u>Estimated 1975-76 Operating Income - assuming no increase</u>					45,603.3
<u>Additional Income Needed for Break-even Budget</u>					7,264.6
Based on a projection of 22,479.3 BIU's, the added value needed is-- $\$7,264,600 \div 22,479.3 =$					\$ 323
Add 1974-75 BIU value					1,955
<u>BIU Value Required</u>					\$2,278
<u>Percentage Increase</u>					16.5%
<u>Percentage increase in grant with a 16.5% increase in BIU value</u>					20.04%





November 12, 1974.

Page 4 of 5

UNIVERSITY OF WATERLOO

Selected Statistics and Comparisons

Library Materials

<u>Total Expenditures</u>	<u>\$</u>	<u>74/75</u> <u>% Increase</u> <u>Since 70/71</u>
70/71	990,045	
71/72 (10 months)	895,994	
72/73	932,916	
73/74	1,065,586	7.63

<u>Cost Increases Per Item</u>		<u>Expenditures</u> <u>\$</u>	<u># Volumes</u> <u>or Titles</u>	<u>Average</u> <u>\$</u>	<u>% Increase</u> <u>%</u>
Books	70/71	583,061	51,126	11.40	
	73/74	580,611	41,415	14.02	23.0
Serials - New Orders	70/71	199,701	7,368	27.10	
	73/74	338,345	9,828	34.43	27.0





UNIVERSITY OF WATERLOOComparison of Teaching Activity and Costs1970/71 to 1974/75

	<u>Weighted</u> <u>Teaching</u>	(1)	<u>Income</u> <u>(M \$)</u>	(2)	<u>Net FTE</u> <u>Faculty</u>	(3)	<u>Total</u> <u>Faculty</u> <u>Cost</u> <u>(M \$)</u>	<u>Weighted</u> <u>Teaching</u> <u>Per Net</u> <u>FTE Faculty</u>	<u>Undergraduates</u> <u>Per FTE</u> <u>Teaching</u> <u>Assistant</u>
70/71	12,905		33,147		699.9		12,315	18.44	85.9
71/72	13,423		35,987		739.8		13,900	18.14	95.4
72/73	13,870		37,838		721.6		14,423	19.22	136.8
73/74	14,129		39,871		733.3		15,500	19.27	128.8
74/75	14,185		42,856		730.2		17,047	19.43	157.2
70/71-74/75									
% Increase	9.92		29.29		4.32		38.42	5.37	83.00

If the percentage increase in Total Faculty Cost had been constrained to that experienced in Income (29.29%) the 74/75 Faculty Cost would have been \$ 1,124,000 lower resulting in Weighted Teaching Per Net FTE Faculty of 20.88, 13.2% higher than in 70/71.

## Notes.

1. Weighted Teaching calculated @ 1,2 and 4 respectively for Undergraduate, Masters and Phd students. Correspondence students are excluded.
2. Income = BIU value times BIU's generated by Weighted Teaching.
3. Net FTE Faculty excludes those on sabbatical.





graduate  
clubuniversity of  
waterloowaterloo ontario  
N2L 3G1

November 21, 1974.

Chairman Dupré,  
O.C.U.A.

Dear Mr. Dupré,

During the meeting of the O.C.U.A. with the University of Waterloo delegation I mentioned the plight of Graduate students. This letter will try and clarify the position of Graduate students the way we see it at the University of Waterloo.

Over the last few years the number of Grads at the U. of Waterloo has remained approximately constant and so has the amount of money allocated to teaching assistants. The rate of inflation has been increasing and tuition fees have gone up. This puts great hardship on the Graduate students.

Graduate students, contrary to most popular belief, are really human and they need to be fed and clothed just like ordinary people. At the University of Waterloo 57% of the Grads enrolled in 1971-72 were married and of these 53% had children. When one considers that the minimum wage will guarantee \$4,680 per annum for a person working one is led to ask the question why do Graduate students tolerate the situation just because they are interested in probing the frontiers of human knowledge. Another ridiculous situation exists in that I heard on the radio that on U.I.C. the minimum one could get is \$6,000 + per annum, (I would like to say that I am not totally certain of this fact). None the less I am sure that on U.I.C. some Grads could be doing considerably better than they are now.

As a further point I would like to mention that the present funding of Graduates by the province will do nothing but decrease the quality of education in Ontario. The effects will be especially noticeable in the Engineering, Math & Science areas.

At the present time 4th year students graduating from Chemical Engineering are demanding and getting a minimum salary level of \$10,000 per annum. Many engineers are receiving \$12,000 to \$13,000 per annum. From this it is obvious that Graduate schools that offer only \$6,000 per annum or less will not attract sufficient students and that if this situation remains fixed the quality of the incoming student will undoubtedly drop.

(cont'd on page 2)





Letter to Chairman Dupre (continued from page 1)

Another example of undergraduates not opting for Graduate school is in the Physics Department where as far as I know, no people from the fourth year class of 1974 stayed in the University of Waterloo Physics Department. This is the first time such an event has occurred and one is led to ask questions about the funding policies of the Government of Ontario.

Although the Arts faculty does not have to be competitive in the market place directly for Grads it has to compete indirectly. Furthermore it should be noted that the quality of Grads in Arts has increased mainly due to competitive new Arts stipends.

All of the foregoing therefore suggests that unless funding of Graduate students and hence of the University is improved the quality of the incoming Graduates will no doubt decrease. The effects will be noticed first in the quality and quantity of research done at the University and second, in the quality of teaching at the University, the latter being due to the fact that Grads supply the University with about 1/3 to 1/2 of its teaching staff.

Therefore it is suggested that the O.C.U.A. committees consider Graduate financing more seriously than has been done in the past.

Yours truly,



David J. N. Tozer,  
President.

DJNT:ch

encl: 1 Grad Bag  
(concerning Grad financing 1971-72  
& 1972-73, this is the most recent data)

1 Green Paper (on the way in which we believe we should  
be supported).



# The Grad Bag

Published by the Graduate Students of the University of Waterloo

april 4, 1974

\$

GRADUATE

FINANCING

REPORT



\$

\$





## THE DATA

The income data presented in this report have been extracted from an extensive analysis of graduate student incomes prepared by the author for the University Committee on Graduate Student Support. The raw data were supplied by the University Graduate Office in the form of punched computer cards, and included details of the department, program, attendance status (full-time, part-time, inactive, etc.) and the various types and amounts of income received by each registered graduate student during the academic years 1971-2 and 1972-3. Each year's data were analysed identically, using the same computer program. Various checks on the data indicate that it can be regarded as accurate and complete.

In all tables (with the exceptions of the third and sixth) the income data refers to full-time students only, that is, students who were enrolled full-time for each of the 3 terms in the academic year considered. In this way, complications due to students being present only part of the year is avoided. In the third and sixth tables the figures refer to the total numbers of graduate students, including those registered part-time or inactive for one or more terms.

A few general statistics on the graduate student body (1971/2): 840 enrolled full-time for each of the 3 terms; another 216 enrolled full-time for only 2 terms (of the latter, 123 were in the Master's program and 67 were enrolled part-time in the other term).

Approximately 57% of the 840 were married, and 53% of those married had one or more dependent children. It can be inferred that the majority of graduate students are independent and unlikely to be supported by their parents.

The tuition paid in 1971/2 varied from \$620 - \$90, with an average of \$320. About 30% of the 840 had finished their residency requirements.

### NOTE FROM THE AUTHOR

In this Grad Bag, I have attempted to make the graduate student body aware of some of the problems that threaten them on campus. I have accented what I consider to be anomalies and injustices in graduate funding. May departments genuinely try to fund their students equitably. However, this is often impossible and real improvements can probably only be accomplished by the implementation of a university-wide funding policy.

If improvements are to be made, graduate students must unify and increase their negotiating power with the university.

Peter Hadebaum,  
(Past) Chairman and  
Finance Representative  
of the Graduate Club.

### EDITOR'S NOTE

This Grad Bag is devoted to an issue which is of great importance to graduate students, i.e. finances. I urge all graduate students to read and consider the points raised in the articles and attend the meeting next Wednesday (see page 15) to discuss the situation.

Staff on this issue: Peter Hadebaum, Kay Hill, and Robert Owen.

Stuart Goldie,  
Editor.





# GRADUATE FUNDING - AT THE UNIVERSITY LEVEL

NUMBER OF FULL TIME STUDENTS AND THEIR AVERAGE INCOME

	TOTAL				MASTERS				PH.D.			
	Number		Average Income		Number		Average Income		Number		Average Income	
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
University Total	840	877	3627	3601	362	434	3029	3178	477	433	4080	4015

## GRADUATE STUDENT INCOMES DECREASE

The most startling feature of the table is that graduate student incomes have, on average, decreased by nearly 1%. When one considers the recent rates of inflation (9.2% in 1973), it is evident that graduate students have suffered very considerable losses in income.

Ph.D. students have particularly suffered. Their incomes decreased by 1.6%. Since these students are captive on campus for the period of their degree (typically 4 years), it cannot be expected that these students have been able to "carry over" income from the years preceeding and following their degree. Further, the author's experience indicates that the problem cannot be dismissed by intimating it is only the new enrolling students who receive less. No, the problem is clear and unambiguous: many of this university's senior graduate students have received severe cuts in their income.

Noting the large salary increases routinely negotiated on behalf of the faculty and staff, one wonders why the graduate students meekly stand by and watch their support whittled away.

## AT LEAST HALF OF THE GRADUATES RECEIVE AN INSUFFICIENT AMOUNT TO LIVE ON.

In 1971 the University graduate office routinely sent out a flyer to all foreign student applicants, informing them that they would require a minimum of \$3000 to support themselves for a year at school. Since that time, tuition fees have increased, and the cost of living has skyrocketed. This figure will now be closer to \$4000.

Looking at the income figures, it can be appreciated why the university grad office no longer issues such a flyer. The major portion of the students are supported at less than what might be deemed a "minimum".

Some departments fund their students at very low levels. At least one department offers incoming students \$1000 per year; taking the attitude: "If they will come for \$1000, then why pay them more?" Such students are then forced to take extra jobs to support themselves. One of these undersupported students says he has two part-time jobs: driving trucks in the evening, and tending bar during the day. One wonders when he gets time to study. And further: how is this student so different from students of similar calibre in other departments who are offered \$4500 per year?

Clearly, many graduate students are not receiving sufficient support to enable them to carry on their studies uninterrupted. Support levels vary widely from department to department, and the lack of a policy at this university is very evident. But will the university administration do anything really constructive to improve the situation? It appears rather unlikely. It is easiest, of course, for the university administration to continue on blissfully as it has done for the past few years: essentially doing nothing.

The only way of improving the situation, it seems, is to unify the graduate student body, and present a collective voice to the university administration.



# QUALITY OF GRADUATE PROGRAMS SUFFER

COMPONENTS OF THE AVERAGE INCOME

	Average Income		Awards		UW Bursary		TA & Other Service Pay		Research Assistantships	
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
University Total	3627	3601	1232	1149	116	234	1308	1384	971	834

THE TOTAL AMOUNTS AND NUMBER WHO RECEIVED THE VARIOUS COMPONENTS OF INCOME

	POGF		NRC, CC, CMHC		Other External Awards		RA		TA		Service Pay		UWB		OSAP	
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
Total No. (includes part time)	174	145	219	191	42	44	617	580	907	922	194	258	113	181	64	64
Amount (\$1000)	292	233	692	628	144	?	104	95	1330	1390	104	182	123	251	61	74

And yet, while incomes on average decrease, overall enrollments have increased. Remembering back to the provincial disillusionment with the size of the Ontario graduate schools and the resulting drastic fee hikes and decreases in fellowship funding, it is apparent that their indirect moves to scale down the size of graduate programs have failed, at least at this university. Rather than directly limiting numbers by quotas, or by increasing the academic admission requirements, as one student exclaimed: "The province is trying to starve the students out".

But the province didn't reckon with the University powers that be. Graduate enrollment can be kept high by simply lowering admission standards. Applying the philosophy becoming well accepted in undergraduate admissions: "If they are good enough to pass grade 13, then they are good enough to try our department program", graduate enrollments can be likewise bolstered.

In support of the suggestion that the quality of graduate programs is slipping, consider the information presented in the Tables above.

It is apparent that the portion of graduate incomes obtained from external sources (e.g. awards) has decreased sharply. Looking at the number of students who actually received these awards it is clear that the drop has been drastic: from 435 in 1971/2 to 380 in 1972/3. The decrease is evident in both Federal and Provincial awards.

While on the Provincial level the number of fellowships is known to have decreased somewhat, the large decrease in the number of Federal awards cannot be accounted for. It seems more likely that the decreases are indicative of a more serious problem: lowering of standards by some of the departments in an effort to keep enrollments high.

## "UNDERGRADUATES FIRST": POLICY SHORT SIGHTED?

A year or two ago, when it was suggested to President Matthews that the university priority toward undergraduates would harm graduate programs, he replied, to the effect: "Our departments are meeting their enrollment projections. I see no evidence that there is a decrease in the quality of graduate programs". And on this basis, the priority has remained unchanged.

If you weren't aware of this "undergraduates first" policy, ample evidence of it exists in particular faculties. In Engineering, the principle is pursued with ardent fervour. Technicians and machinists, for example, are instructed that undergraduate jobs must come first, before graduate students' jobs.

It is now, looking back, that the harmful effects of this policy can begin to be seen. As the quality drops, the number who bring awards with them also drops. Thus the university finds itself having to pay more of its funds to support graduate students, and yet the income levels of the graduate students continue to drop.





This effect is severely compounded when the enrollment actually increases.

The faculty and staff salary negotiators seem to be able to make the point about maintaining the quality of faculty and staff. Thus, even though graduate students carry out a significant portion of undergraduate teaching, the administration cannot draw the parallel and establish concurrent salary increases for graduate students.

Evidently, formal negotiators on behalf of graduate students are required.

#### DISGUIISING THE FACTS, OR JUST DISINTERESTED?

The university's official budget data reports that the total wages paid to "Teaching Assistants" in 1972/3 amounted to \$1,838,000. Summing up the amount actually paid to every graduate student (including part time students) reveals that they received only \$1,390,000. There is a discrepancy here of about \$450,000. Thus, nearly 25% of the money officially spent on teaching assistants never reached graduate students. And yet the administration quotes this figure when asked how much is spent on graduate student teaching assistantships.

Where does the money go? Well, the bulk of the difference seems to go to undergraduate students, and some to university staff. No records are kept by the university which truly indicate the total monies paid to graduate students although such an accounting separation was promised by the Financial Vice-President over a year ago. One wonders whether these accounting discrepancies happen because of a general disinterest by the administration in graduate students, or whether they are trying to deliberately inflate the amount apparently budgeted for graduate students.

Either way, there is a clear need for the university to clean up its accounting procedures, and unambiguously state just how much of the budget actually goes towards graduate student teaching assistants.

#### INCREASES IN TEACHING ASSISTANTSHIP SALARIES?

The amount paid to graduate students for their work as teaching assistants amounts to about 8.5% of the total amount spent by the university on teaching. A recent survey at the University of Toronto indicates that graduate students perform at least one-third of the teaching required in the undergraduate program. It seems likely that this figure applies closely for this university.

Further, it should be noted that much of the teaching carried out by graduate students is at a high level. In many cases, graduate students take almost complete charge of courses - even to the extent of supervising other graduate teaching assistants.

Combining the budget figure with the teaching proportion, one finds a ratio of 5.4 to 1 between faculty pay and graduate pay for equal teaching times. If graduates do get \$10.00 per hour, then faculty must get \$54.00 per hour. Can anyone justify this large rate and ratio on the basis of superior abilities and competence? Or do the figures reflect the present bargaining power of the two groups?

One might ask, when large salary increases are routinely approved for the Faculty and Staff, "What provisions have been made for graduate student salary increases?" The answer is well known: "None".

#### UNIFORM RATES OF TEACHING ASSISTANTSHIP PAY?

While there has been no provision for increases in teaching assistantship salary rates, the Council of Ontario Universities (COU) has recently seen fit to increase the maximum (not the minimum, mind you, like all other groups of workers) rate of pay of graduate assistants to be \$12.00 per hour, up from \$10.00 per hour. President Matthews, I am told, voted for the original \$10.00 rate, and the new \$12.00 rate. One wonders, then, if he supports such things on a provincial level, why he hasn't applied a bit of his philosophy at home. Some form of real increase would be much appreciated by the half of the universities graduate students who receive less than what the university deems necessary to live on. In fact, almost any sort of a policy at all on teaching assistantship pay rates would be appreciated.

When asked about rates of teaching assistantship pay almost 2 years ago, the President intimated that he thought that the rate of \$10.00 per hour was well known, and was probably adopted as a guideline by most departments. He professed ignorance of the fact that some departments might be paying considerably lesser rates than this - some as little as \$3.00 per hour. Two years later, it seems, very little has changed, and some students are still not receiving much more than \$3.00 per hour.

The fact of the matter is that the only force that seems to be operative in the setting of teaching assistantship rates is one of supply and demand. Thus, if a department has plenty of students applying for admission, then that department certainly isn't going to offer the students more money. If anything, the pay rates will be decreased.

For 10 hours of work per week, students are paid \$1200 per term in some departments. This is close to the maximum rate of pay. Yet in other departments, some are paid only \$600 for the same amount of work.

Some students report that they are doing the same task now for \$450 as they were originally for \$750. Other note that when a cost of living increase of \$250 for the MRC Scholarship stipend was announced, the amount they received for their teaching assistantship work was immediately cut by \$250.





It seems amazing that graduate students have so far complacently sat by and allowed such injustices to occur.

Two graduate student bodies in this province, at the Universities of Windsor and Toronto, have recognised this situation and have resisted it. They formed bargaining agents to negotiate with their university administrations, on rates of pay and working conditions. Real, tangible benefits have been obtained, such as minimum (rather than maximum) levels of payment, and uniform rates of pay.

#### THE TEACHING ASSISTANTSHIP PAYMENT - A PORTION DESIGNATED AS "BURSARY"?

Recent approach to the Department of Internal Revenue (the Taxation Office) indicates that if the university will designate a portion of the monies paid for teaching assistantship work as "bursary", then graduate students can make the appropriate tax deductions.

In many cases, the deductions would amount to \$500, and a net gain of \$125 in income for the graduate student.

The university has been approached several times on this matter, and has so far indicated that it cannot do this because provincial regulations forbid them to grant bursaries from operating funds.

However, of course if it really wanted to, the university could do this immediately. There is at least \$700,000 to \$800,000 of "free money" that is unrestricted in purpose, and thus can be used for such things as bursary programs. In fact, some \$200,000 of this money is already being used to fund the existing bursary program. Other than for this use, the free money does not seem to be used for anything that ordinary operating funds couldn't be used for. Noting that a total of about 900 students receive a teaching assistantship, and even if all had \$500 of their income designated as bursary, there would still be quite a lot of free money unused.

Thus, by simply designating a portion of the existing T.A. as bursary, at no extra cost to the university, many graduate students would benefit to the extent of \$125. A real, tangible benefit at no cost.

McMaster University has already done this. Why doesn't our university?

#### U. of W. BURSARY INCREASE: A HOLLOW GESTURE?

For 1972-3 the amount the university allocated for bursaries for graduate students was doubled from \$123,000 to \$251,000. Coming soon after large increases in tuition fees and unfavourable changes in the tax laws, this seemed a reasonable and timely gesture.

But was it really? The teaching assistantship budget increased over the same period from \$1,330,000 to only \$1,390,000. Considering that the (full-time) graduate student enrollment increased from 840 to 877, and that the province pays the university about \$7000 on the average per graduate student, simple arithmetic reveals that the university made a packet, and the average grad student lost out.

Clearly, increases in some fund earmarked for graduate students is just a hollow gesture, if the increases are simply made up from other portions of the graduate support budget. The administration isn't stupid, you know.

#### LESS MONEY FOR RESEARCH AND TEACHING ASSISTANTSHIPS - MORE FOR FACULTY SALARIES?

The number of graduate students who received NRC research assistantships, and the amount of money they received, dropped quite drastically from 1971/2 to 1972/3. Since there seem to be no reports of corresponding drops in the funding available from NRC, other reasons for the decrease must be sought.

One doesn't have to look far. Compare the increases in university income (the BIU) with the increases in Faculty salaries (the major expense portion of the university budget). Faculty salaries increased at the far greater rate. The difference had to come from somewhere, and at the Faculty and department level, budget makers were forced to look for other sources of funds. In some departments the teaching assistantship allotment was reduced; in others, schemes were introduced to siphon off portions of the NRC research funds.

The net effect is that funds that were normally used to support graduate students, are now being used to support faculty. When you compare faculty salary increases with graduate student salary decreases, it makes you feel just a little bitter.





# GRADUATE FUNDING —

## AT THE FACULTY LEVEL

NUMBER OF FULL TIME STUDENTS AND THEIR AVERAGE INCOME

	TOTAL				MASTER'S				PH.D.			
	Number		Income		Number		Income		Number		Income	
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
Arts	226	261	2932	2942	102	134	2297	2487	124	127	3454	3422
Eng.	245	241	3869	3844	103	111	3098	3436	141	130	4437	4194
Env. St.	60	58	3139	3605	46	47	2907	3375	14	11	3897	4586
H.K.L.S.	—	3	—	2416	0	3	—	2416	—	—	—	—
Math	159	154	4144	4044	53	65	3558	3469	106	89	4436	4464
Science	150	160	3923	3902	58	74	3808	3691	92	86	3996	4085
TOTAL	840	877	3627	3601	362	434	3029	3178	477	443	4080	4015

### ZERO SALARY INCREASE GENERAL ACROSS THE CAMPUS

The figures indicate that, on the average, graduate students in all the major faculties across the campus received little or no salary increases. Thus the gloomy picture painted above seems to be widespread and not simply caused by a large drop in just one faculty.

### ARTS' STUDENTS SUFFER

Unfortunately, Arts, with by far the lowest level of incomes, has not been able to raise its level significantly. The average income still continues to lie below what the graduate office was stating was the absolute minimum (before fee and taxation increases) three years ago. Even Ph.D. students, who are expected to exist on the amounts over long periods of time are paid at very low level relative to the rest of the student body; some \$600 - \$1100 less per annum.

One questions the fact whether Arts' students are so different from other students that such a large income difference is warranted.

### ENGINEERING PH.D.s: LARGE DROP IN INCOME

Closer inspection of the tables reveal a huge drop in income for Engineering Ph.D. students: on average, they received almost 8% less than they did the year before. Considering the concurrent inroads of inflation, the losses in income are particularly severe. Some of the underlying reasons for this, and the overall picture ( a gloomy one ) will be discussed below.

### ENVIRONMENTAL STUDIES: BRIGHT SPOT

Almost the only bright spot is the increase of the Environmental Studies' Ph.D. students incomes from some \$3900 to close to \$4600. Since there are only eleven students involved, the overall impact is small. However, it suggests that increases in income are indeed possible if the faculties and administration are so inclined.





## COMPONENTS OF THE AVERAGE INCOME

	Average Incomes		Awards		UW Bursary		TA + Service Pay		Research Assistantship	
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
Arts	2932	2942	1318	1234	171	398	1254	1144	189	167
Eng.	3869	3844	981	1031	65	137	991	1092	1832	1584
Env.St.	3139	3605	1561	1580	102	228	1349	1655	127	142
H.K.L.S.	-	2416	-	-	-	-	-	1617	-	800
Math	4144	4044	1632	1348	110	192	1417	1737	985	767
Science	3923	3902	954	861	129	159	1774	1775	1067	1108
TOTAL	3627	3601	1232	1149	116	234	1308	1384	971	834

## THE SORRY STATE OF ARTS' GRADUATE STUDENTS EXPLAINED

Examination of the various components of the average students' income immediately reveals the cause of the large discrepancy between Arts and other faculties. In Arts the funds received through research assistantships are almost non-existent. This is a reflection on the provincial and federal funding agencies for the Arts. Unlike NRC, the Canada Council does not provide funds that can be paid in the form of research assistantships to graduate students.

Well, you say: "Then nothing can be done". Of course it can. Consider McMaster University. They have a \$4500 minimum for all graduate students in the university. They accomplish this by centralizing all the funds for all graduate students. This avoids the inequities occurring from department to department. Such a scheme could be implemented here, and it would certainly provide for a more just funding scheme. However, it would

require completely scrapping the existing graduate financing "structure" (to use a euphemism) and rethinking university priorities. It is extremely unlikely that the present administration would attempt such a potentially useful undertaking.

It is interesting to note that the Faculty of Science has taken some initiative towards a centralized, equitable funding system for its graduate students. It has established minimum remuneration levels (depending on seniority), and ensures that all of its graduate students are adequately funded. The existence of a policy in Science is evident in the histograms of graduate income: the spread of incomes is far less than in the other faculties. If all faculties were as enlightened, then the transition to a single, university-wide administering body might not be too difficult.

## THE TOTAL AMOUNTS AND NUMBERS WHO RECEIVED THE VARIOUS COMPONENTS OF INCOME

	POGF		NRC CC, CMHC		OTHER EXTERNAL AWARDS		UW BURSARIES		RA		TA + Service Pay	
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
Arts	104	81	37	36	4	9	39	87	46	55	270	378
Eng	14	8	61	48	22	17	39	42	284	240	326	320
Env. St.	28	32	9	10	5	5	7	9	10	10	64	63
Math	12	10	75	70	6	6	13	22	131	115	226	221
Science	16	14	37	27	5	11	15	21	146	159	215	203
TOTAL	174	145	219	191	42	44	113	181	617	580	811	1180

## DECREASE IN SCHOLARSHIPS WIDESPREAD

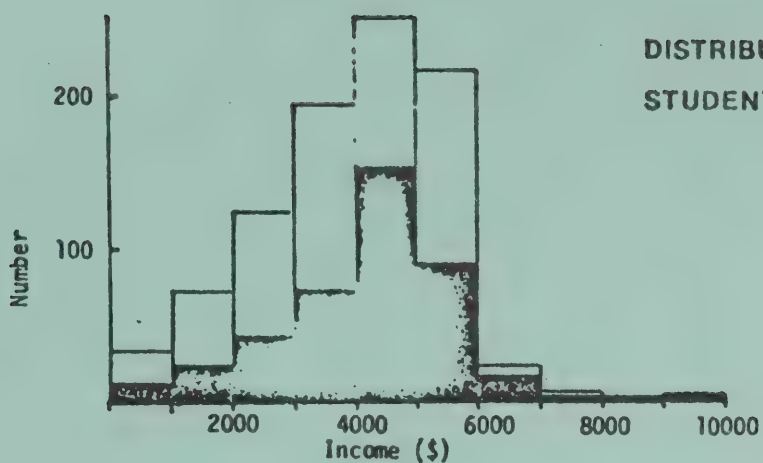
The large decrease in the number of awards and award income noted earlier can be seen to be wide-spread. Arts, particularly, has suffered from decreases in provincial scholarships (POGF). The number of Federal scholarships (the NRC) dropped very significantly in Engineering and Science. This decrease cannot be attributed to a declining enrollment as the number enrolled was virtually constant.

As suggested above, this seems to point to a decline in the quality of their graduate programs.

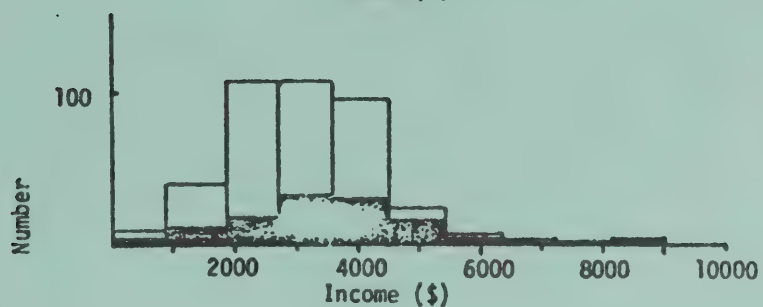
On a happier note, the number (albeit small) of miscellaneous awards (e.g. Bell, Shell, etc.) have more than doubled in Science and Arts.



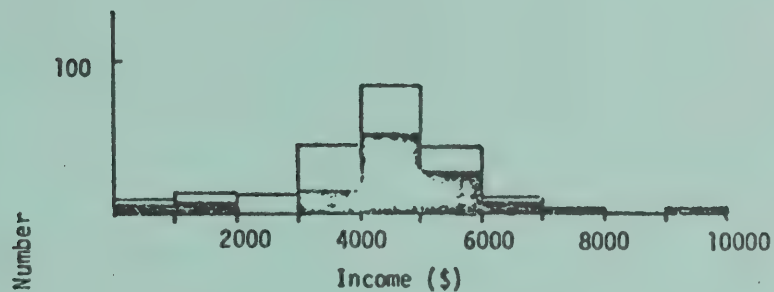
TOTAL

DISTRIBUTION OF GRADUATE  
STUDENT INCOMES (1972-3)

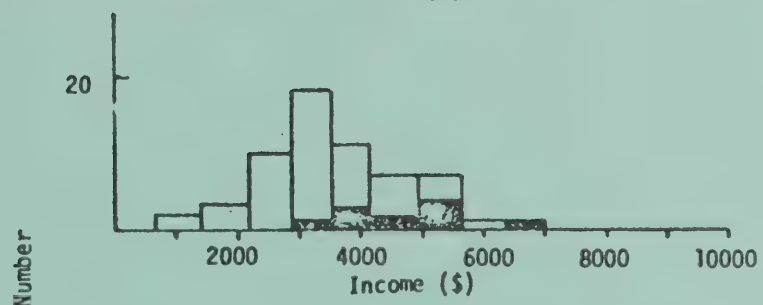
ARTS



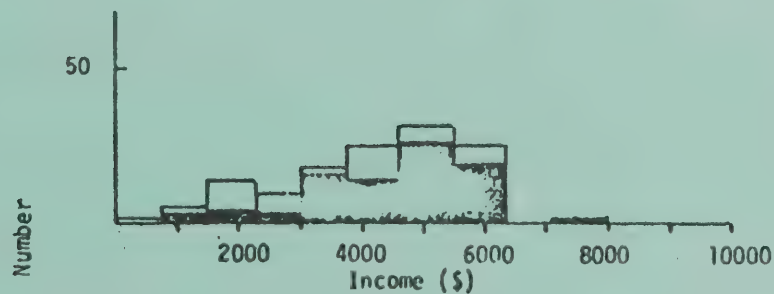
ENG.



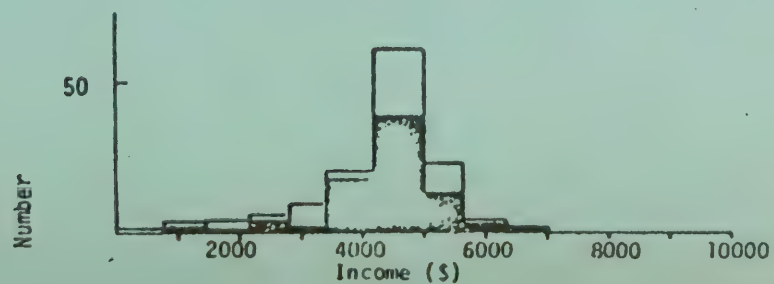
ENV. ST.



MATH.



SCIENCE



Master's



PhD.





## DECREASE IN RESEARCH ASSISTANTSHIPS: ENGINEERING

The most significant drop in NRC research assistantship funding occurred in Engineering. The reason for this drop does not appear to be a decrease in the amount of NRC funds received by the faculty members, but rather, as noted earlier, the siphoning off of portions of these funds to help bolster the ever increasing faculty salaries budget.

In fact, in Engineering the overall picture looks gloomy. There have been large decreases in the number of all external funds received by graduate students. It seems very unlikely that all of these can be accounted for by the decreasing availability of the funds. The only answer appears to be that the quality of the graduate student in Engineering is declining.

## TEACHING ASSISTANTSHIPS: RATE OF PAY LOW IN ARTS AND ENGINEERING

Both Science and Math students receive relatively high amounts of teaching assistantship money. In fact, both these faculties are paying their students close to the \$10.00 per hour, \$2400 per annum maximum rate (applicable in 1972/3). With regard to these constraints, it seems that about \$1750 per student might be a reasonable average teaching assistantship expectancy.

When one compares the corresponding Arts and Engineering teaching assistantship figures, it is clear that these students receive far less than expected. Why is this?

## COMPARISON OF THE AVERAGE T.A. INCOME PER GRAD AND THE RATIO (NUMBER UNDERGRADS:FULL-TIME GRADS)

	ARTS	ENG	ENV.ST.	MATH	SCIENCE
Income	1144	1092	1655	1737	1775
Ratio	9.5	9.0	17	15	10.4

There seem to be two likely possibilities. The first is that there just aren't the teaching tasks to be done in these faculties. However, the ratio of undergraduate:graduate students indicates that the ratio is rather similar to that in Science, with the highest teaching assistantship payment level. Whether the nature of the work affects the number of graduate students required is somewhat of an unknown. However, in some Arts departments (e.g. Psychology), and in Engineering, the work can be expected to be of a very similar nature to that in Science and Math.

The more likely alternative is that in Arts and Engineering the rate of pay for teaching assistantships is considerably lower than \$10.00 per hour. The author's experience suggests that this is indeed the answer. What conclusions can be drawn from this? A very important one:

A simple mechanism exists whereby the lowest paid graduate students in the university can be selectively benefitted: make the teaching assistantship rate uniform across the campus, with the rate equal to the maximum set by C.O.U.

This should be the foremost aim of a University of Waterloo graduate student bargaining agent.

## THE FACULTIES

Rather than attempt to analyse each faculty in detail, only the more outstanding apparent problem areas will be noted. More general comments regarding the faculties can be found above. It should be noted that

the reported average incomes in the case of small departments should be treated with some caution, since variations in just one or two individuals incomes can influence the average income quite considerably.



## Arts

(i) The average incomes in English, German, Philosophy and Political Science went down by huge amounts: from \$400 to \$840 per annum.

(ii) Ph.D. incomes in English and German, and Masters' incomes in English, Philosophy and Political Science dropped particularly severely.

(iii) English and History have the distinction of funding their Ph.D. students at the lowest levels in the university: less than \$3000 per year.

(iv) Likewise, Human Relations, Psychology, Political Science and English fund their Masters' students at the lowest levels in the university: less than \$2500 per year. (Remember, these average incomes only include grads who were enrolled full-time for 3 consecutive terms. Thus these low incomes can't be explained by assuming that some grads were here for only two terms.)

## NUMBER OF FULL TIME STUDENTS AND THEIR AVERAGE INCOME

	TOTAL				MASTER				PH.D.			
	Number		Income		Number		Income		Number		Income	
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
English	18	29	3031	2441	14	23	3178	2404	4	6	4104	2583
French	4	7	2966	3546	4	7	2966	3546	0	0	-	-
German	18	19	3975	3132	2	1	2800	1000	16	18	4122	3250
History	34	33	2030	2649	29	28	1977	2621	5	5	2335	2806
Philosophy	37	33	3525	3125	7	9	3307	2838	30	24	3575	3234
Hum. Rel.	-	20	-	2038	0	18	-	1781	0	2	-	4358
Pol. Sci.	11	19	2954	2230	11	19	2954	2231	0	0	-	-
Psych.	85	75	2800	3368	22	11	1311	2069	63	64	3319	3610
Russian	3	6	3250	3028	3	6	3250	3028	0	0	-	-
Sociology	9	14	2738	3536	3	6	2281	3175	6	8	2966	3806
Economics	7	6	2903	3145	7	6	2903	3145	0	0	-	-
	226	261	2932	2942	102	134	2297	2487	124	127	3454	3422

## COMPONENTS OF THE AVERAGE INCOME

	Average Incomes		Awards		UW Bursary		TA & Service Pay		Res. Assistance	
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
English	3031	2441	1166	646	278	345	1574	1447	13	3
French	2966	3546	563	857	500	1000	1254	1689	650	0
German	3975	3132	1890	1590	300	382	1758	1114	29	46
History	2030	2649	953	1156	176	309	897	1093	3	91
Philosophy	3525	3125	1986	1590	81	242	1457	1294	0	0
Hum. Rel.	-	2038	-	1011	-	450	-	578	-	0
Pol. Sci.	2954	2230	1227	678	291	695	1437	858	0	0
Psych.	2800	3368	1222	1603	141	320	975	936	462	509
Russian	3250	3028	1250	959	0	542	2000	1412	0	116
Sociology	2738	3526	1011	1029	111	429	1617	2050	0	28
Economics	2903	3145	640	500	143	1000	2121	1598	0	48
	2932	2942	1318	1234	171	398	1254	1144	189	167





## Engineering

(i) Overall, the incomes decreased.

(ii) Ph.D. students suffered considerable decreases in income in all departments except Chemical Engineering.

(iii) Incomes in Management Science are significantly lower than the other departments. Lacking teaching and research assistantship funds seems to be the reason for this.

(iv) Incomes decreased very significantly in Electrical Engineering, and, to a lesser extent, in Chemical Engineering.

(v) Mechanical Engineering appears to pay their Master's students more than Ph.D. students.

## NUMBER OF FULL TIME STUDENTS AND THEIR AVERAGE INCOME

	TOTALS				MASTERS				PH.D.			
	Number		Income		Number		Income		Number		Income	
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
Chem.Eng.	46	41	4420	4275	9	11	3751	3141	37	30	4583	4690
Civ. Eng.	66	70	3774	3993	27	37	3609	3749	38	33	4385	4268
Elec.Eng.	41	49	3928	3473	17	23	3467	3130	24	26	4255	3775
Mech.Eng.	47	41	4004	4212	22	18	3515	4523	25	23	4434	3969
Mgmt.Sci.	27	25	2865	2836	17	17	1850	2405	10	8	4282	3750
Sys. Des.	18	15	3827	3867	11	5	7196	2757	7	10	4914	4422
TOTALS	245	241	3869	3844	103	111	3098	3436	141	130	4437	4194

## COMPONENTS OF THE AVERAGE INCOME

	Average Incomes		Awards		LW Bursaries		TA & Service Pay		Research Assistance	
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
Chem. Eng.	4420	4275	1023	1323	0	49	1207	1131	2190	1772
Civ. Eng.	3774	3993	890	1448	11	136	759	1002	2114	1408
Elec. Eng.	3928	3473	1503	661	108	145	879	976	1439	1691
Mech. Eng.	4004	4212	722	652	69	134	1065	1334	2148	2095
Mgmt. Sci.	2865	2836	1041	976	148	260	714	680	961	920
Sys. Des.	3827	3867	606	628	194	167	1774	1815	1253	1258
TOTALS	3869	3844	981	1031	65	137	991	1092	1832	1584



## Environmental Studies

(i) Generally, things seem to have improved for the Environmental Studies students. It would seem that an enlightened policy is being pursued in this Faculty.

NUMBER OF FULL TIME STUDENTS AND THEIR AVERAGE INCOME

	TOTALS				MASTERS				PH.D.			
	Number		Income		Number		Income		Number		Income	
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
Geography	32	30	3049	3704	24	23	2814	3465	8	7	3751	4486
Planning	28	28	3241	3499	22	24	3009	3289	6	4	4091	4760
TOTALS	60	58	3139	3605	46	47	2907	3375	14	11	3897	4586

COMPONENTS OF THE AVERAGE INCOME

	Average Incomes		Awards		UW Bursaries		TA & Service Pay		Research Assistance	
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
Geography	3049	3704	1266	1574	116	167	1533	1788	134	175
Planning	3241	3499	1898	1586	86	295	1139	1512	118	107
TOTALS	3139	3605	1561	1580	102	228	1349	1655	127	142

## Mathematics

(i) Generally, the Math students appear to be relatively well remunerated. However, their incomes registered a net decrease, not a happy state of affairs in the face of the current rates of inflation.

(ii) C & O & Pure Math registered sizeable decreases in average income. These decreases occurred for both the Ph.D & Master's students and appear to have resulted from decreases in the award funding.

NUMBER OF FULL TIME STUDENTS AND THEIR AVERAGE INCOME

	TOTALS				MASTERS				PH.D.			
	Number		Income		Number		Income		Number		Income	
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
AA & CS	77	76	3870	3923	30	36	3450	3267	47	40	4137	4512
Applied Math	22	13	4323	4357	8	6	4234	4688	14	7	4374	4074
C & O	14	21	4785	4108	1	4	4100	3854	13	17	4838	4167
Pure Math	20	19	4652	4225	4	5	3320	2741	16	14	4985	4755
Statistics	26	24	4066	4231	10	13	3384	3895	16	11	4492	4628
TOTALS	159	153	4144	4044	53	65	3558	3469	106	89	4436	4464

COMPONENTS OF THE AVERAGE INCOME

	Average Incomes		Awards		UW Bursaries		TA & Service Pay		Research Assistance	
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
AA & CS	3870	3923	1353	1259	130	91	1307	1668	1080	905
Applied Math	4324	4357	1826	1583	68	308	1427	1854	1002	613
C & O	4785	4108	2774	1631	0	410	1382	1796	629	271
Pure Math	4652	4225	1977	1519	225	263	1664	1756	787	687
Statistics	4066	4231	1415	1179	58	208	1560	1900	1034	944
TOTALS	4144	4044	1632	1348	110	192	1417	1737	985	767





(i) Overall, the incomes increased slightly, although not nearly enough to counter inflation.

(ii) Chemistry, Earth Sciences and Biology fund their students at consistently lower levels than the other departments.

NUMBER OF FULL TIME STUDENTS AND THEIR AVERAGE INCOME

	TOTALS				MASTERS				PH.D.			
	Number		Income		Number		Income		Number		Income	
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
Biology	41	44	3902	3887	19	22	3871	3577	22	22	3928	4196
Chemistry	53	44	3786	3588	14	13	3571	3286	39	31	3862	3712
Earth Sci.	7	18	3649	3592	7	16	3649	3330	0	2	0	5688
Optometry	-	2	-	4801	0	2	0	4801	0	0	0	
Physics	49	52	4129	4257	18	21	3987	4229	31	31	4212	4275
TOTALS	150	160	3823	3902	58	74	3808	3691	92	86	3996	4085

COMPONENTS OF THE AVERAGE INCOME

	Average Incomes		Awards		UW Bursaries		TA & Service Pay		Research Assistance	
	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3	71/2	72/3
Biology	3902	3887	885	583	190	102	1423	1701	1404	1501
Chemistry	3786	3588	774	747	83	182	2104	1902		
Earth Sci.	3649	3592	1386	982	229	222	1125	1262	910	1126
Optometry	-	4801	-	2570	-	0	-	2175		56
Physics	4129	4257	1144	1084	114	173	1804	1893	1068	1107
TOTALS	3923	3902	954	861	129	159	1774	1775	1067	1108

## Miscellaneous Notes

### TEACHING ASSISTANTSHIP ALLOTMENT PROCEDURES

Many problems arise with regard to the allotment of teaching assistantships. Thus it can happen that undergraduates are dissatisfied with their instructors, or some graduate students are required to do inordinate amounts of work for their assistantships. The cause of these problems often lies with the method used to assign the teaching assistantships. In many departments one man allots them arbitrarily, with no regard to the special skills or expertise of the graduate students involved. In other more enlightened departments, a representative of the graduate students is present and has some say in the allotment procedure. This is a very good thing, and many of the potential problems can be avoided.

Graduate students in all departments are advised to approach their graduate officer and request that some mechanism be set up whereby a representative can help in the teaching assistantship allotment procedure. This can only benefit all of those concerned.

### THE GRADUATE STUDENT SUPPORT COMMITTEE

The Graduate Student Support Committee was appointed by President Matthews in May 1972 to consider many of the problems discussed in this Grad Bag. The committee was to report by the early Fall of 1972. The final form of the report has still not been sent to the President! However, it does seem that the committee recommendations will be a useful first step towards a more equitable funding system. Of course, graduate students must take action to further develop the committee's recommendations.

### HOLIDAY PAY

It is well-known that the University of Toronto is to pay their graduate assistants for back holiday pay which by law they were entitled to. Of course, the administration of this university also omitted to pay graduate students their holiday pay entitlement. Action is being taken to recover this money.



## CONCLUSIONS

The data presented in this report indicate that

1. The pay and quality of graduate students are correlated. Both are decreasing, and will continue to decrease in the coming year.
2. The funding level of individual graduate students varies widely from department to department, and even within departments. Many extreme injustices and anomalies in funding occur.
3. One direct cause of the decrease in income is the ever-increasing percentage of university income going towards faculty and staff salaries.
4. The university administration must first recognize the truth of the data and then adjust its budgeting priorities.
5. Real improvements and an equitable, funding system can be achieved, even under the mish-mash of constraints imposed by COU, NRC, and Queens Park. McMaster University is a good example of this.
6. Graduate students must increase their bargaining power with the university administration. Unification and the formation of a recognized bargaining agent is essential.

## -FLASHES- FROM THE SENATE AND BOARD

- o A new fee structure has been announced. Grads will pay slightly more (did you expect to pay less?). Full-time tuition per year will be \$600 initial, \$150 continuing. Part-time fees will be \$125 initial and \$50 continuing. Other fees are the same as before, except for the possible ice arena fee.
- o The maximum (not minimum!) limit on grad earnings will be \$5500 in 1974-5, up from \$5000.
- o The provincial limit on the number of Ph.D. engineering students has been dropped, since their number is declining anyway. Provincial embargoes on new grad programs are gradually being lifted. The following new programs are being considered:-  
Masters: Recreation, Fine Arts, Religion, Health, Kinesiology, French; Ph.D.: Recreation, Fine Arts, Religion, Health, Kinesiology, French; Ph.D.: Optics, Leisure Studies, Kinesiology, French, Literature, History, Geology.

## SITUATION WORSENING - "DISASTROUS"

- o The "teaching assistantship" portion of the university budget for 1973/4 and 1974/5 has been set at a roughly constant, \$1.8 million. A so called "moderate austerity budget".
- o The B.I.U. - the provincial grant to the universities - went up by 3½% per student in 1973/4 and 7% in 1974/5. The April 1975 budgeted asset surplus will be about \$3 million (including a \$1.2 million equipment replacement fund).
- o Wage scale increases for 1973/4 (and 74/5) were up an average of about 9% (7%) for union staff, 7% (9%) for non-union staff, and 5% (6½%) for faculty. Additional wage increases for merit average 2-3%. Lower paid staff usually get larger percentage increases. Inflation for 1973 was 9.2%; this is typified, for example, by a 15% rise in fees for the student residences.
- o What are the implications for the coming year? Well, with grad enrollments promising to increase (note all the new programs), the T.A. budget approximately constant from 1971-75, inflation very high, judge for yourself. My judgement? Disastrous.





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## VERY IMPORTANT SPECIAL MEETING

GRAD HOUSE: UPSTAIRS

7:30 p.m. WEDNESDAY 10th APRIL

All graduate students who wish to know how they can improve the funding situation in their department should come along to this meeting.

The author of this Grad Bag and other Grad Club officials will be present. They will discuss items of general interest, and particular ways in which the situation in your department can be improved.

As an example of what can be achieved: in the author's department over the past 2 years extra funds exceeding \$15,000 have been allotted to graduate students in the form of bursaries. These funds were distributed to offset tuition and taxation increases in 1972 and teaching assistantship decreases in 1973. Further, a policy whereby a minimum funding level of \$4500 for all graduate students was also implemented in 1973.

These advances were achieved by graduate student involvement.

What about your department?

Come to the meeting.

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The annual elections of the Graduate Club have recently been held. The following officers have been elected for 1974 by the Club's Board of Directors:

Chairman	-	Darwin Poritz, Statistics
President	-	David Tozer, Physics
Vice-President	-	to be announced
Treasurer	-	Dennis Welygan, Chem. Eng.
Secretary	-	Stuart Goldie, A.A. & C.S.
Judicial Officer	-	Darwin Poritz, Statistics
Legal Aid Administrator	-	Ibrahim Hassan, Chem. Eng.
Graduate Services Officer	-	Mohamed Hosny, Man. Sci.
House Manager	-	Osman Aboul-Nasr, Chem. Eng.
House Coordinator	-	Fred Hetzel, Physics

As well, three appointments were made:

Editor	-	Stuart Goldie, A.A. & C.S.
Graduate Finance Representative	-	Orville Walsh, Biology
Special Agreements Representative	-	Jay Beattie, Elect. Eng.

Other members of the Board are:

Gary Gardiner	-	Political Science
F.G. Barta	-	Chemical Engineering
Widgit Dharmawardene	-	Civil Engineering
Mark Long	-	Civil Engineering
Mark Wolynetz	-	Statistics
Dave Kane	-	Chemistry
Steve Clodman	-	Mechanical Engineering
T. Beach	-	Chemical Engineering

Jay Beattie,  
Elections Officer.



MAY 6, 1974

GREEN PAPER

ON

GRADUATE SUPPORT

THE GRADUATE CLUB





## PREAMBLE

This paper is designed to set out what the Graduate Club has endorsed as the basis for Graduate Financing at all levels. It is designed to form the focal point of discussion on Graduate financing in general. A set of postulates are presented and explanations are given to clarify these ideas. If any one wishes to comment on any of the ideas following will they please submit written criticism by 1st June 1974 to the President of Graduate Club, Graduate House, University of Waterloo.

## THE PROBLEM

Over the last few years the real income of Graduate students has not been keeping rate with the cost of living and in some cases the real income of Graduate Students has decreased dramatically. By definition real income is the income of Graduate Students after fees, taxes, deductions and the effects of inflation have been taken into account. Absolute income is the value of the Graduate Students' income before any deductions.

The reasons for making the claim above are as follows. Graduate Students' absolute income remains approximately constant between the years 71-72 and 72-73, (Grad Bag 4th April 1974). Tuition fees climbed dramatically in the year 71-72 and it is proposed that they go up again. Sources of income that were not taxable before 1973 are now taxable as earned income. Finally, the area where Graduate Students feel the squeeze the worst is staying alive. Food went up approximately 20% in 1973 and the same is forecast for 1974, along with this increase in food costs rents have shot



up dramatically. The over all inflation rate for 1973 was 9% but Graduate Students' income did not shoot up in the same fashion.

At the present time Graduate Students do not receive equal pay for equal work. This is true not only from faculty to faculty but from department to department within faculties. It appears that Science and Math is the only faculty that is uniform in the teaching assistant rate across the faculty.

Graduate Students need a minimum level of income to study in reasonable comfort, this level should be comparable to levels that are paid outside the university.

At the present time the Province of Ontario considers that the minimum annual wage in the province, for a normal 40 hour work week, be \$4,160.00. It is rumoured that this rate of pay will soon be increased to \$5,200.00.

Since full time students are not allowed to work more than 10 hours a week it would seem reasonable to assume that students receive support, be it called scholarship, bursary, award, etc., that is at least \$4,160.00 per year, or \$1,386.67 per term.

To alleviate the problems outlined above the following actions are recommended. To get equal remuneration for equal work all students that are required to hold teaching assistantships that require 10 hours work per week be given the full amount allowable under the law, it is more desirable to have this ceiling abolished and students adequately paid; these students who hold major awards and cannot hold a teaching assistantship that takes more than a designated number of hours per week be paid on a proportional basis.





All students receive a minimum total income that is calculated at the minimum provincial hourly rate for a 40 hour week over 52 weeks.

Students who are not eligible to receive provincial assistance for medical aid be given the same status as the University of Waterloo full time staff. Also students must enjoy the coverage of long term disability coverage and a sickness plan in general (students get sick and have accidents just like "higher" humans).

To implement the above the Graduate Club is prepared to sponsor a bargaining agent for the purposes of achieving an equitable system of paying Graduate Students. It is hoped that this body will be recognized by the University of Waterloo. If this body is not recognized the only road left open will be full certification as a bargaining agent or affiliation with the body at the University of Toronto that has nearly completed the task of becoming legally recognized.

To make the bargaining unit effective it is necessary to have an organization. At the present time there are approximately thirty departments within the University that have Graduate Students. Therefore it seems that for the next few months an organization made up of one representative from each department will make a good start. The positions on the bargaining body will have to be filled by an election and advertisements for the positions will have to be made in each department.

At the present time we propose that a constitution similar to that used by the Toronto Graduate Assistants Association be enacted.

When this body is formed it will go to University officials and ask that the method of paying Graduate Students be centralized and that a body be established to negotiate Graduate Students' support on a university-wide basis.





Finally before elections are held it is necessary that at least a few interested people get together to discuss the problems involved in more detail. Officers and Members of the Graduate Club who are interested in this particular item will hold a meeting upstairs at the Graduate House at 7:30 p.m. on 5th June 1974. Will all Graduate Students who are interested PLEASE ATTEND! It is vital that we have your support!

David J. N. Tozer,  
President,  
Graduate Club.

